



COPS Fact Sheet

Community Oriented Policing Services

www.usdoj.gov/cops/

Universal Hiring Program

Background

The COPS Universal Hiring Program (UHP) is one of several approaches developed by the U.S. Department of Justice under the Public Safety Partnership and Community Policing Act of 1994 to deploy additional officers devoted to community policing on the streets and rural routes of this nation. UHP enables interested agencies to supplement their current sworn forces, or interested jurisdictions to establish a new agency, through Federal grants for up to three years. All policing agencies, as well as jurisdictions seeking to establish new policing agencies, are eligible to apply for this program.

Funding Provisions

Grants will be made for up to 75 percent of the total salary and benefits of each new officer over three years, and up to a maximum of \$75,000 per officer, with the remainder to be paid by state or local funds. Funding will begin once the new officers have been hired or on the date of the award, whichever is later, and will be paid over the course of the grant.

Waivers of the non-Federal matching requirement may be requested under UHP, but will be granted only upon a showing of extraordinary fiscal hardship.

COPS grant funds must not be used to replace funds that eligible agencies otherwise would have devoted to future officer hiring. In other words, any hiring under UHP must be in addition to, and not in lieu of, officers that otherwise would have been hired. **All grant recipients must develop a written plan to retain their COPS-funded officer positions for one full local budget cycle after Federal funding has ended. This plan must be submitted to the COPS Office with your application. The COPS Office will monitor the grantee's implementation of its retention plan for one full local budget cycle, following expiration of the three-year grant.**

In hiring additional officers, agencies may not reduce the scope of their customary screening and training procedures, and must include community policing principles in their training curricula.

Deadlines

Due to funding availability the next application deadline for the Universal Hiring Program is May 31, 2000. Additional application deadline dates may be announced later, and are subject to available funding. Applications must be postmarked by the deadline. If additional funding is available, applications postmarked after the deadline date may be carried over to the next funding period. Unlike previous Fiscal Years, funding is limited under the Universal Hiring Program. Because funding is limited, we encourage you to apply as early as possible.

If your agency already was awarded funding under the Universal Hiring Program, you may request additional officers at anytime.

Information

To obtain a copy of an application or for more information, call the U.S. Department of Justice Response Center at 1-800-421-6770. The UHP application and information on the COPS Office also are available on the Internet via the COPS web site at <http://www.usdoj.gov/cops/>